



COMMANDING OFFICER 3D BATTALION, 3D MARINES POLICY STATEMENT ON EQUAL OPPORTUNITY AND SEXUAL HARASSMENT

Equal Opportunity is not a new idea or concept, it is a belief that even our forefathers had when building this great nation. "That all men are created equal, that they are endowed by their creator with certain unalienable Rights."

As Marines and sailors of 3d Battalion, 3d Marines, we must be ever vigilant to ensure that we and our fellow leaders are not treating one group of Marines or sailors preferentially based on race, color, age, religion, gender, national origin, disability, or on his or her past. Discrimination and sexual harassment will not be tolerated within America's Battalion, and it is up to each individual to stop discrimination and sexual harassment before it starts. To allow any such discrimination would undermine our Core Values of Honor, Courage, and Commitment and our motto Semper Fidelis, "Always Faithful." All of these expressions present our dedication to our Nation, our Corps, America's Battalion, and the deep respect we have for each of our fellow Marines and sailors.

Equal opportunity is the cornerstone of sound leadership and we will strive everyday to ensure that all Marines and sailors are judged solely based on merit and ability. This basis of thinking allows all members of 3d Battalion, 3d Marines to feel safe, protected, and secure, knowing that they will not be judged for all the wrong reasons but will have an equal opportunity to excel. Any individual who believes he or she has been discriminated against or harassed has two recognized methods for resolving the issue. The Informal Resolution System (IRS) allows for a quick and full resolution at the lowest possible level by addressing the issues directly with the person demonstrating the behavior or by seeking a third party to intervene. In the event that the IRS does not resolve the inappropriate behavior, the formal method utilizing the chain of command and Request Mast should then be used. The preferred method for formal complaints of discrimination, to include sexual harassment, is the Request Mast System.

It is every Marine and sailor's responsibility to ensure equal opportunity exists for everyone. By doing so we will help promote good order and discipline within 3d Battalion, 3d Marines. I charge every leader in America's Battalion to empower our Marines and sailors with the means necessary to feel safe and protected within our ranks and I hold all leaders fully accountable to ensure a proper and professional work environment exists. I will hold all leaders fully accountable to this policy in that all Marines and sailors will be treated with the utmost respect and by doing so will allow for a sense of fairness. It is our responsibility as leaders to build unit cohesion, eliminate prejudice and harassment, promote teamwork, and build a crucial warfighting team. This mindset will bring us together as a team, "One team one fight" and ensure mission success.

M. J. PALMA